

2023 AWEI Employee Survey



EXPERIENCES OF LGBTQ PEOPLE WHO ARE, OR MAY BE, PERCEIVED AS WOMEN

You are being provided the following questions because you have identified as an LGBTQ woman, or non-binary person who has been perceived as a woman, in the workplace.

The following questions are aimed at understanding the experiences of LGBTQ people who identify or may be perceived as women in the workplace.

This includes cisgender women, transgender women, and non-binary people who may be perceived as female or feminine (regardless of their gender identities) and therefore may face many of the same challenges.

For more information about this Pride in Diversity initiative please [click here](#)

Q54 Within your current workplace, please indicate your level of agreement with the following statements:

	Strongly agree	Agree	Neither agree or disagree	Disagree	Strongly disagree
There are women or non-binary people of similar, or the same, identity as me who are visible out and/or open role models within my workplace	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There are women or non-binary people of similar, or the same, identity as me who are out and/or open within senior leadership or executive positions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Having visible out women or non-binary people as role models of the same or similar identity is important to me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can easily separate the unique challenges of being (or being perceived as) a woman in the workplace, and those of being LGBTQ	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The challenges of a diverse sexuality and/or gender feel greater in terms of career progression than those of being (or being perceived as) a woman	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q55 Does your organisation have a dedicated LGBTQ network/employee resource group?

Yes No Unsure

Q58 Many organisations run gender equity programs that support women in the workplace and focus on the experiences and challenges they face in the workplace.

Does your organisation have a program/group of this kind?

Yes No Unsure

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